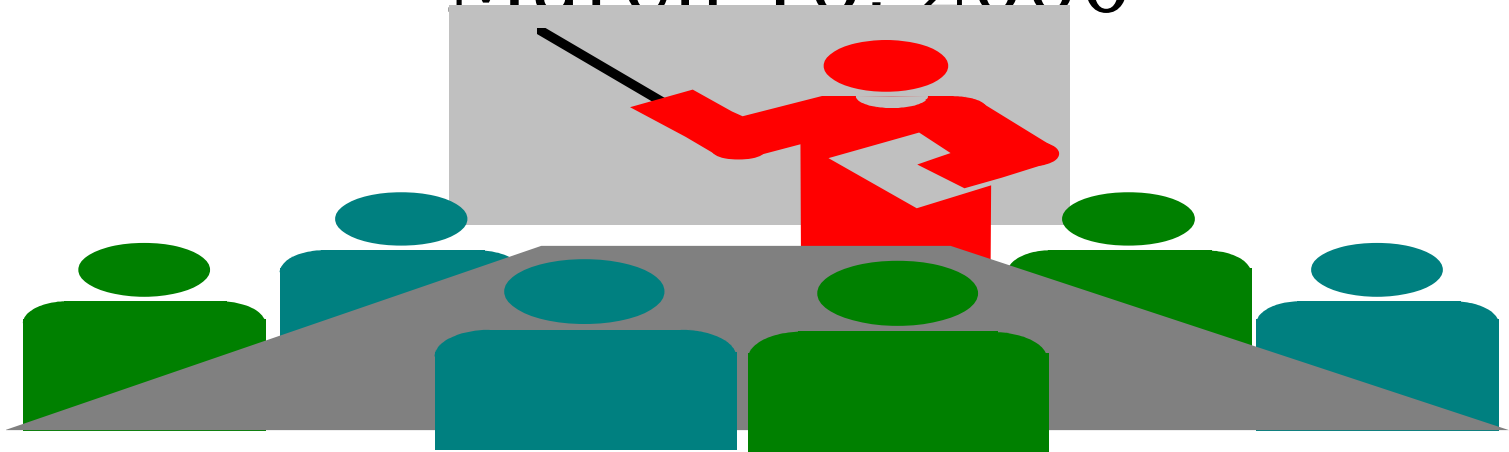


Human Resources Management in DLA

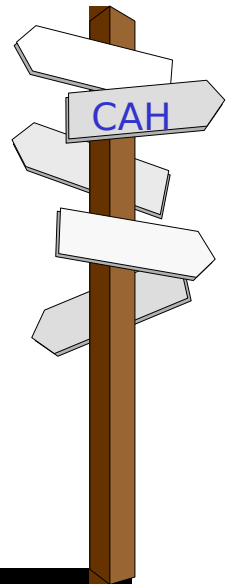
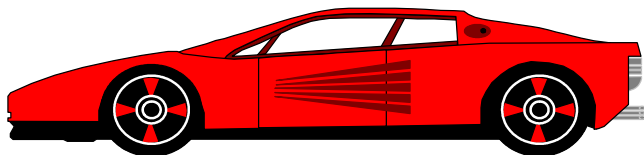
DCMC COMMANDERS' ORIENTATION
SEMINAR

March 16, 2000

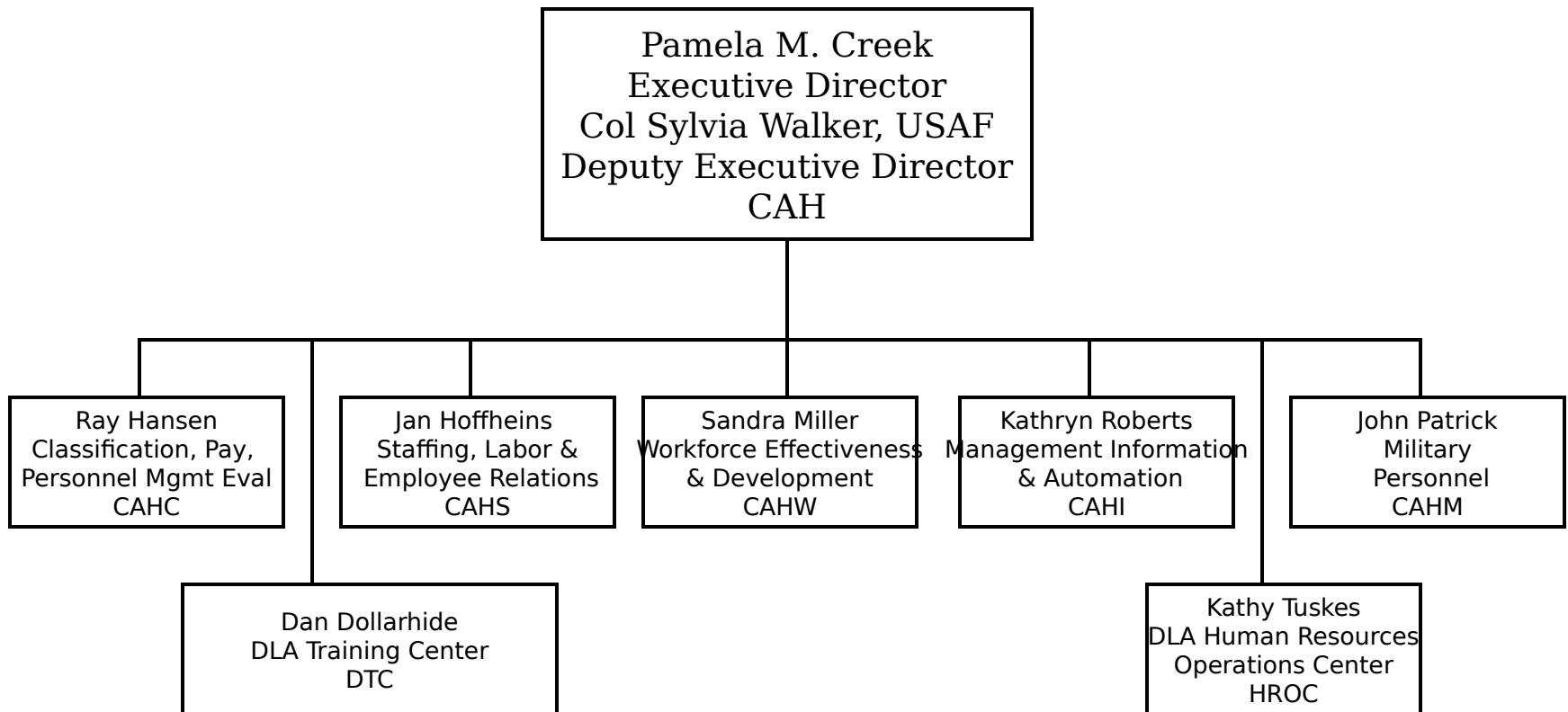


ROAD MAP

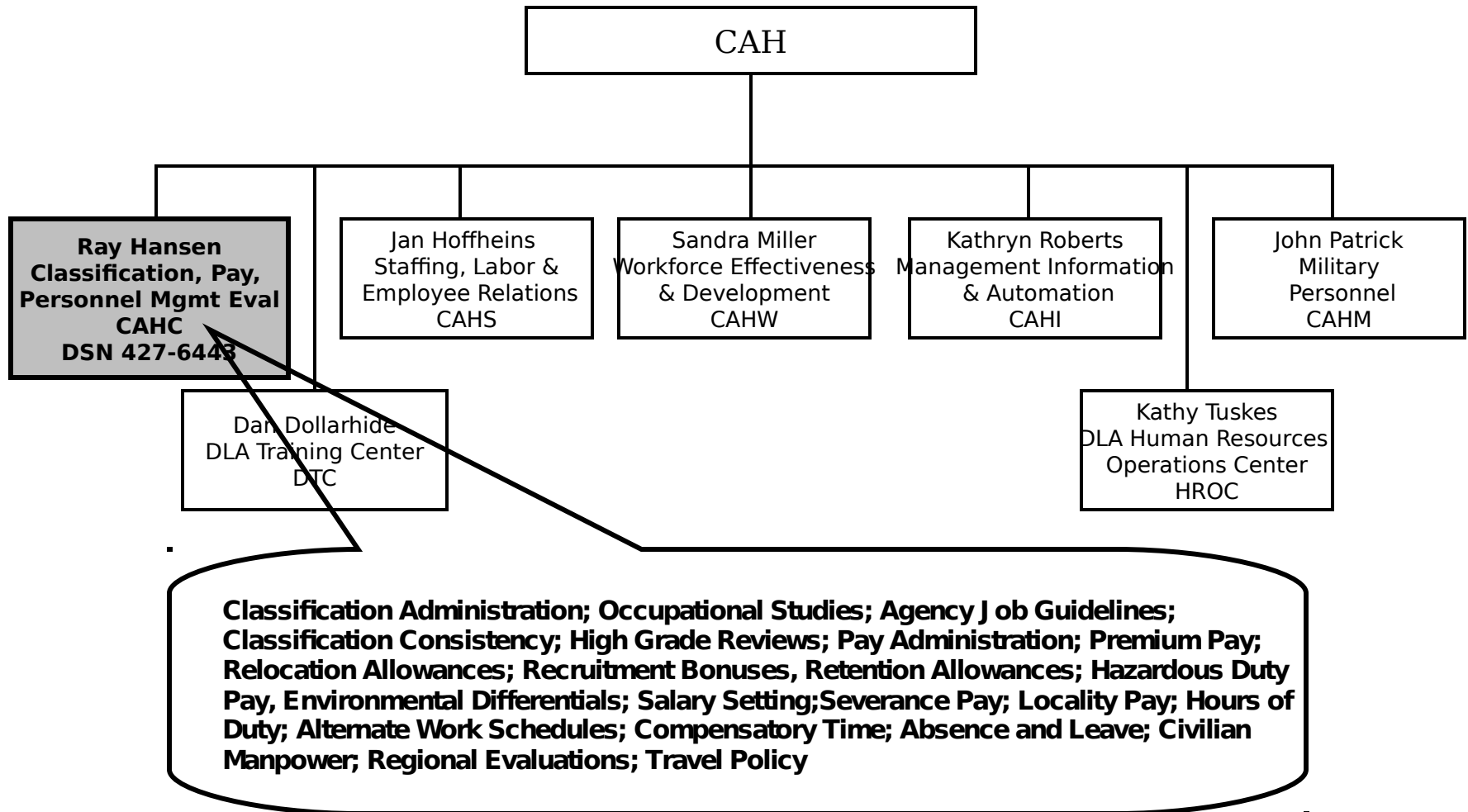
- Organization Structure
- By Group / Field Activity
 - Responsibilities
 - Current Focus
- Wrap Up



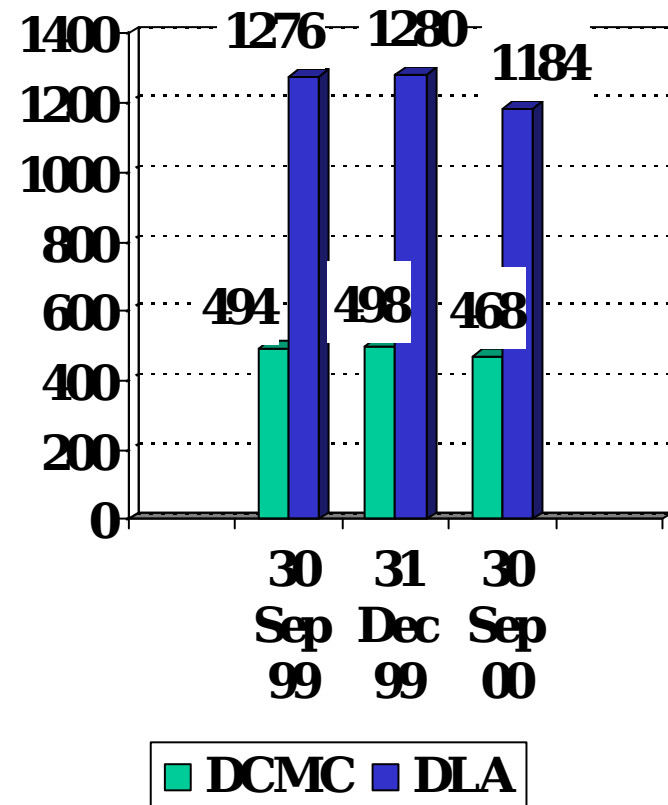
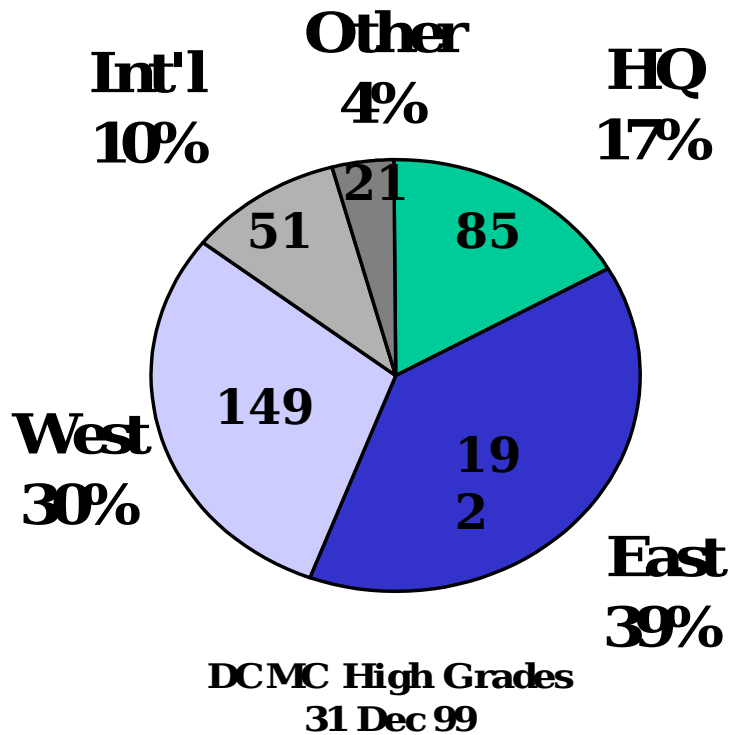
Human Resources Organization Chart



Responsibilities

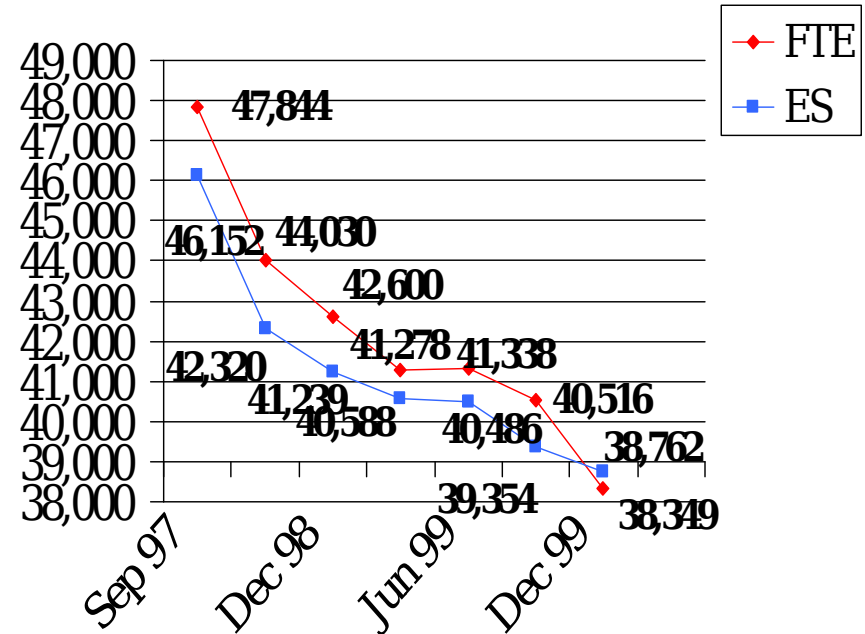
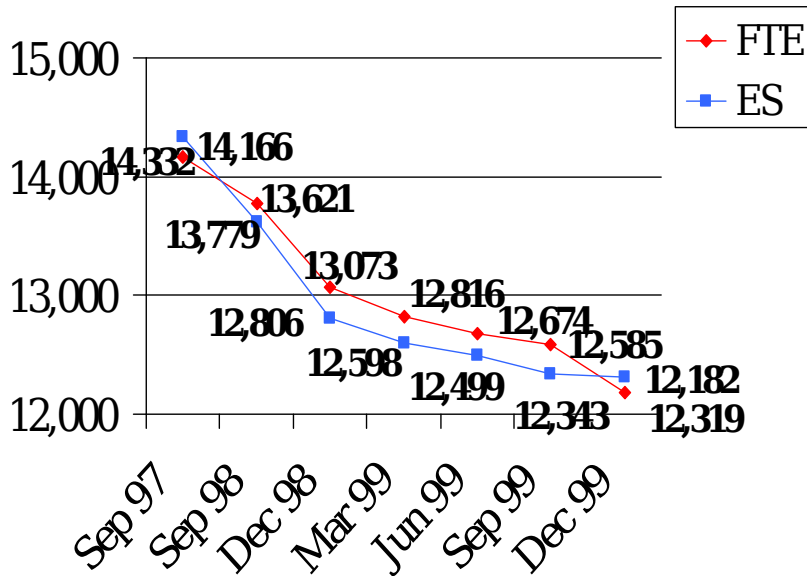


High Grade Program



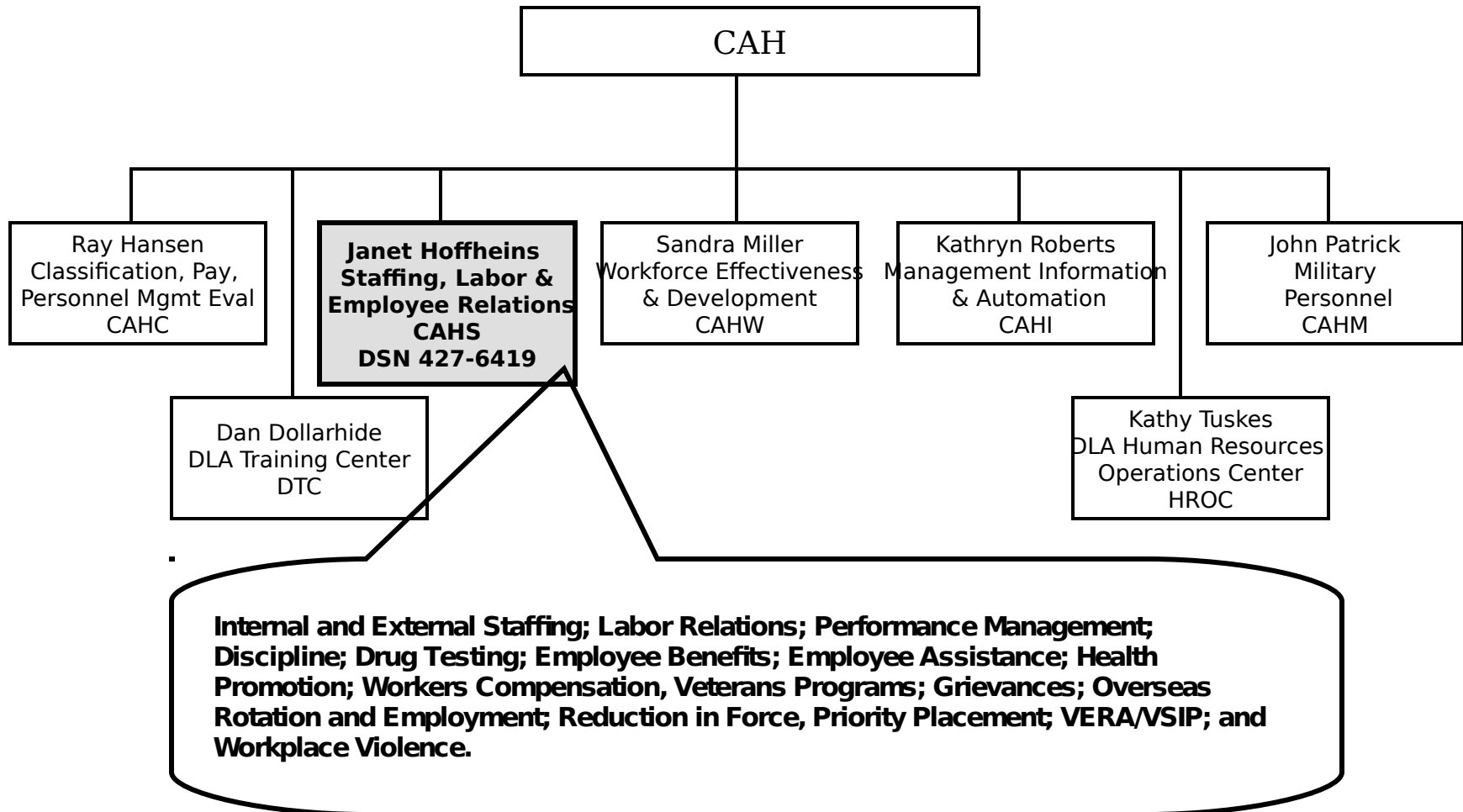
Civilian Manpower

DLA Civilian Manpower



DCMC Civilian Manpower

Responsibilities



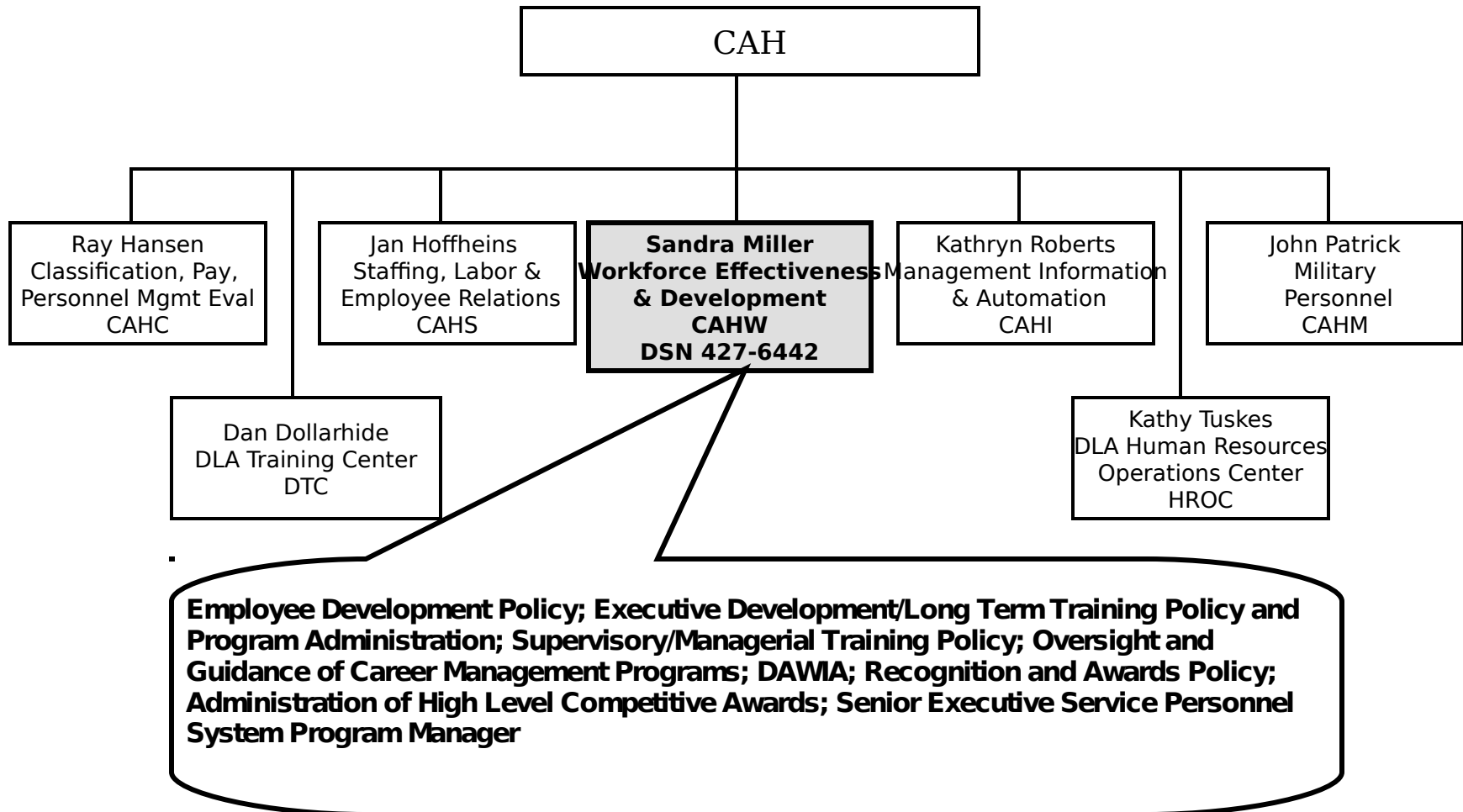
Partnership

- EO 12871 Requires Labor Management Partnering
- Partnership Agreement with AFGE Council 169 signed June 1998
- Purpose
 - To influence change while addressing employee concerns
 - Partners committed to achieving success for DLA as an organization, employer, and service provider
 - Relationship to better serve our employees, implement the DLA Strategic Plan, and attain AFGE goals

RESUMIX

- RESUMIX is an Automated Staffing and Skills Management Tool
- Reduces Cost Per Hire and Average Staffing Cycle Time
- To be fully Integrated with Modern DCPDS
- Prototype in progress at DSCC
- Deployment for all non-bargaining unit positions in CY 2000

Responsibilities



Reengineering Training Program for Supervisors and Managers

- Restructure training program
- Revision of DLAR 1430-13,
Supervisory Training for Supervisors
and Managers

Reengineering Training Program for Supervisors and Managers Cont'd **Current Status**

- Human Resources Management Competencies Module
 - 1st pilot conducted July 26-27, 1999
 - 2nd pilot conducted October 4-8, 1999
 - New Contractor - new pilot March 27-31, 2000
- Remaining Competencies
 - Partial implementation scheduled 3rd Qtr 00
 - Full implementation scheduled 4th Qtr 00
- Regulation Revision
 - First draft completed July 30, 1999
 - Final regulation (directive) scheduled for distribution 2nd Qtr 00

Training With Industry

(TWI)
Provides training assignments with industry for high potential employees in grades GS-9 through SES

- Local implementation
- TWI Directive 1445.28 published Nov. 5, 1998
- Execution has been difficult

Executive Study Program

(ESP)
Designed in response to TWI difficulties

- Focus on High Grade participants
- Training assignments with industry and other organizations for SES members and GS-14/15 supervisors and managers
- Corporate program

Military Awards and Recognition

- Recognition of military personnel is an important aspect of leadership
- Key component is the ability to ensure timeliness of recognition
- Timeliness of submission for recognition and awards is crucial when the award is to be presented prior to the departure of the military member

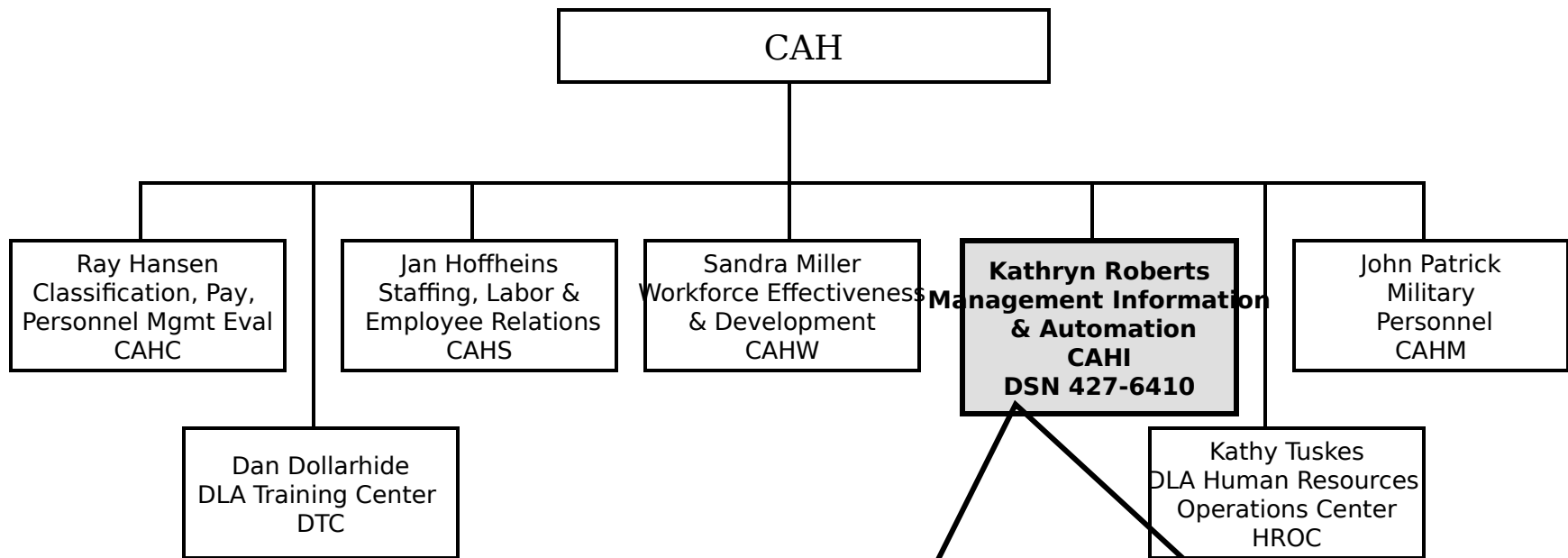
Submission Guidelines

- Joint Service Commendation and Achievement Medals; Defense Meritorious Service Medal
- Must be received by CAHW a minimum of 60 days in advance of the scheduled presentation
- Defense Distinguished Service Medal; Defense Superior Service Medal
- Must be received in CAHW a minimum of 120 days in advance of the scheduled presentation
- Require OSD approval

CAHW Points of Contact

- For additional guidance regarding submission of requests for military recognition and awards, please contact:
- Ms. Cathy Langstaff, CAHW, DSN 427-5383
- Mr. Thomas Melendez, CAHW, DSN 427-5598
- **Help us help you - plan ahead and avoid crisis situations!!**

Responsibilities



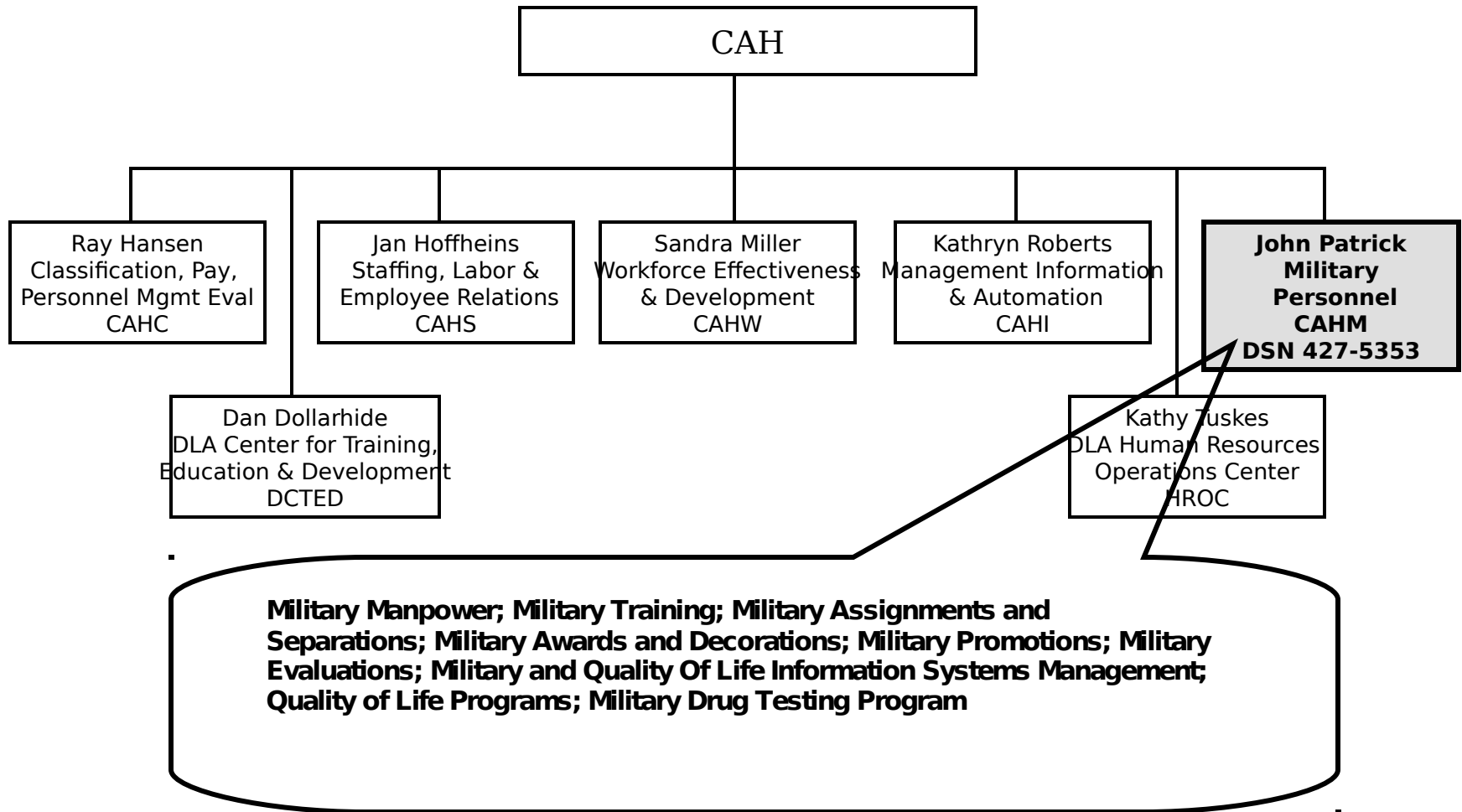
Provide Policy Support for Personnel Data Systems: Manages the HQ DLA Civilian Personnel System, Meets Personnel Information Reporting Requirements, Serves as HQ DLA Liaison for Personnel Automation Issues, Develops Concepts and Requirements for New Personnel Automation Initiatives.

Provide Leadership and Functional Advocacy for DLA's Regionalization and System Modernization Program. Provide Policy Support and Technical Services for Civilian Workforce Information Services (e.g., processing personnel actions)

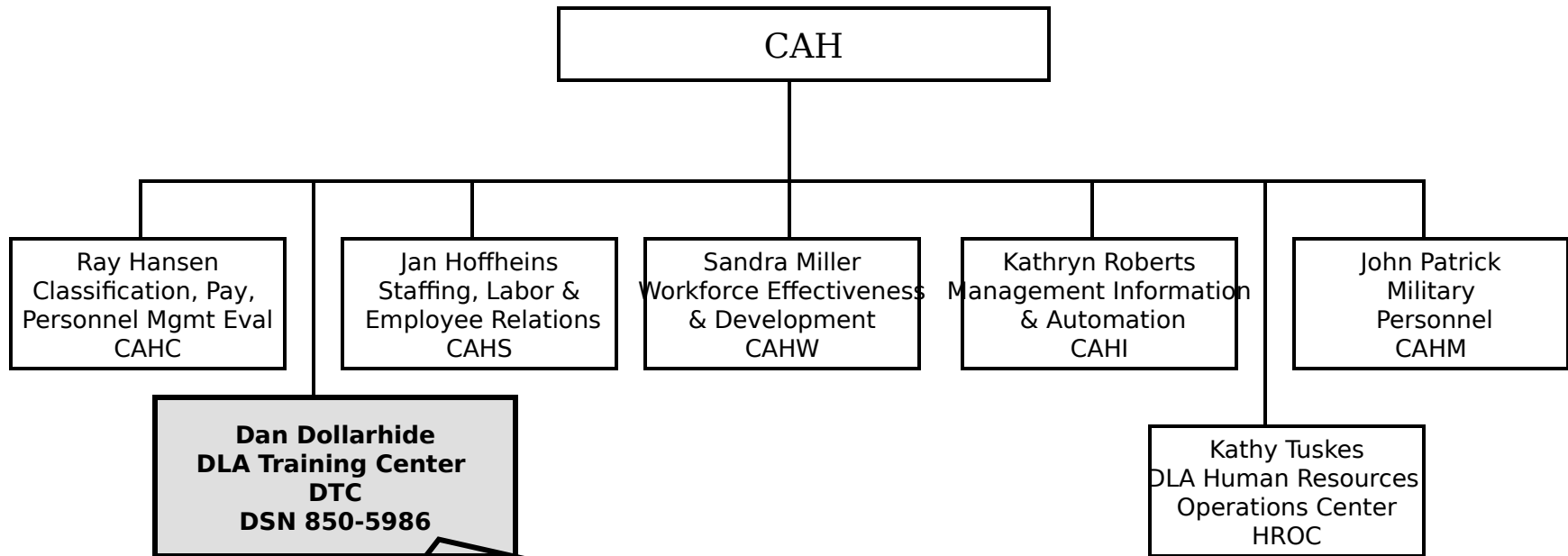
Current Focus - CAHI

- **Regionalization Support**
- **Metrics Development/Business Processes**
- **Recent Project Completions**
 - **TALX Work Number for Everyone (Deployed: 1 Nov 99)**
 - **OCONUS Transition of Civilian Personnel Servicing (ECD: 26 Sep 99)**
- **Interactive Voice Response System (IVRS) (Voice and Web) (ECD: Mar 00)**
- **Electronic Official Personnel Folder (EOPF) (ECD: FY 2000)**
- **Modern Defense Civilian Personnel Data System Deployment (Sep 00)**
 - **Data Integrity Project (Initial Cleanup ECD: Aug 00; On-Going Initiative)**
- **RESUMIX**
 - **Prototype Test Site (DSCC) (ECD: Apr 00)**
 - **Deployment to Non-Bargaining Units (ECD: Oct 00)**

Responsibilities



Responsibilities



DTC provides full service training and career development support, including: Training development, Instructional delivery, Career program development/administration, Personnel support services, Studies and analyses, and Special projects

Current Focus - DTC

CURRENT

CAREER PROGRAMS

- DCMC Mid-level Program Administration

DEFENSE ACQUISITION UNIVERSITY

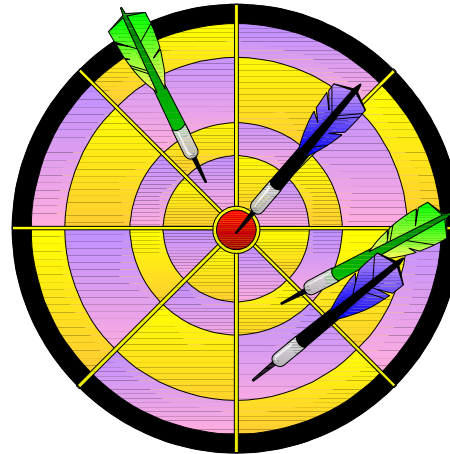
- DAU Course Delivery

TRAINING DEVELOPMENT

- Government Flight Representative
- Aviation Maintenance Management

INSTRUCTIONAL DELIVERY

- Acquisition and Contract Management
- Quality Assurance
- Program and Technical Support



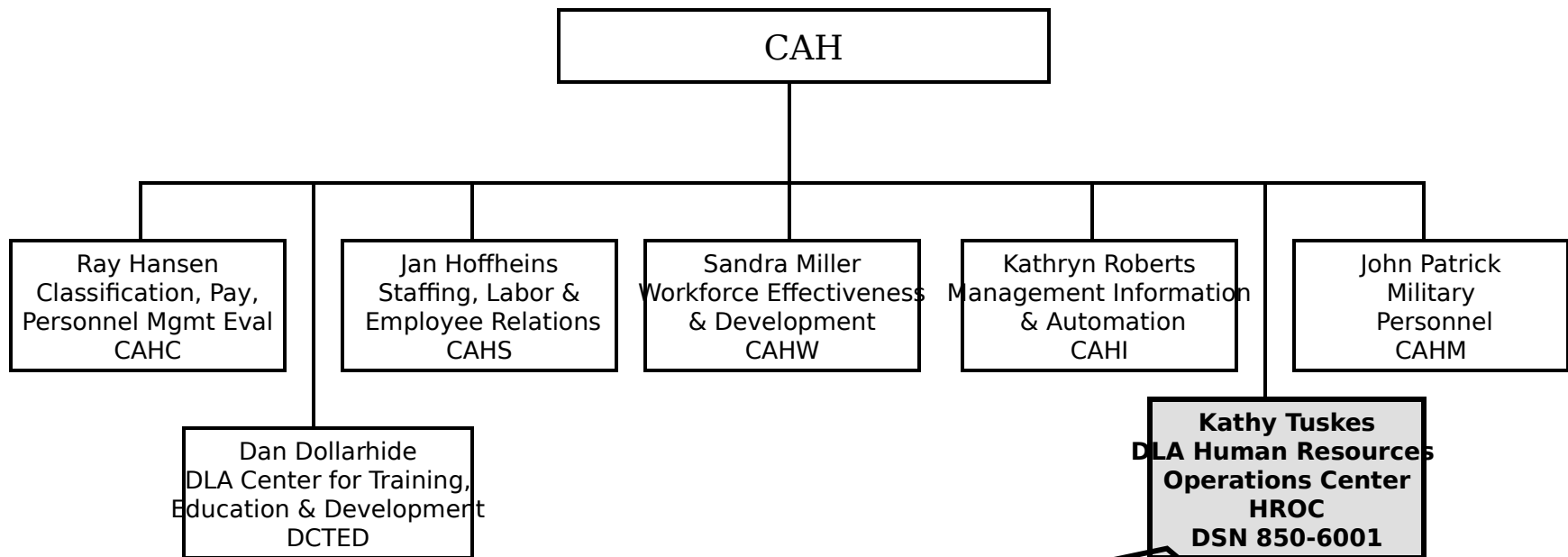
PAST

- Flight Operations Training
- MOCAS Computer Based Modules
- Program Support Team Training

FUTURE

- Continue Mid-level Program Management
- Flight Operations Program Maintenance
- Train-The-Trainer for Senior Functional Advisors
- Improve Distributed Learning

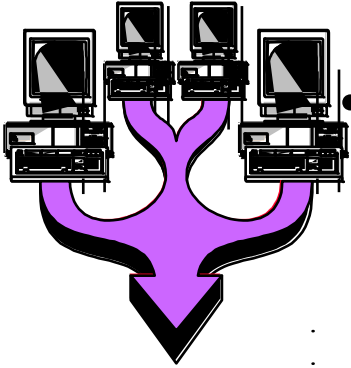
Responsibilities



The HROC provides centralized processing, benefits, and staffing services to all DLA activities. Establishes a partnership with Customer Service Units (CSUs-- formerly DLA's full-service civilian personnel offices)

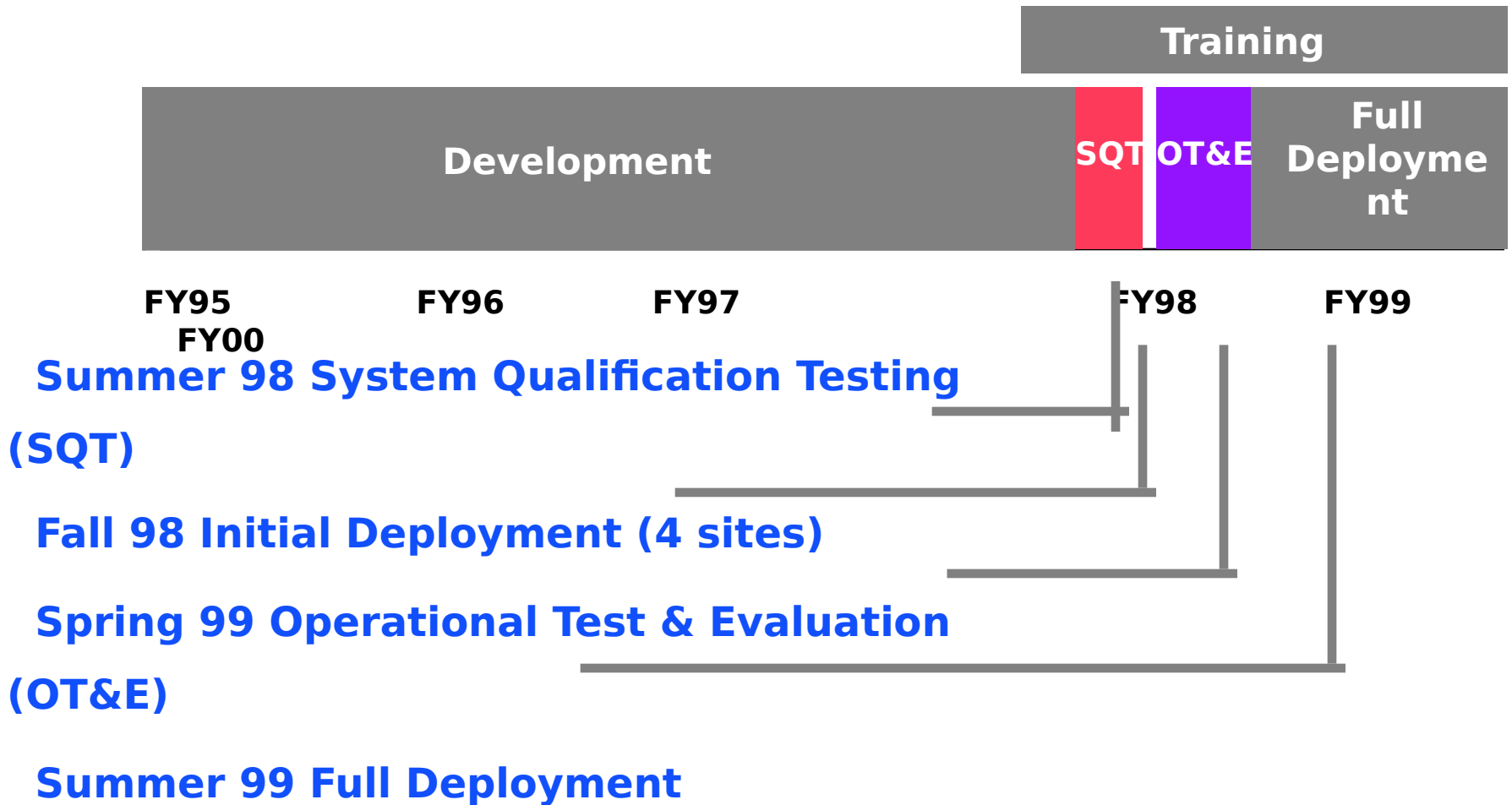
CSUs deliver face-to-face advice and support to Primary and Secondary Level Field Activities while HROC delivers routine, labor intensive services

WHAT IS THE MODERN DCPDS?



- **A Human Resources Information System for DoD Civilian Employees**
 - **Replaces DCPDS (legacy system)**
 - **Replaces Component headquarters systems**
- **New architecture**
 - **client-server**
 - **open system**
 - **relational database**

WHEN WILL IT HAPPEN?



Servicing Personnel Offices

- Joe Cass - DCMDE Boston MA
 - Comm: (617) 753- 4036 DSN: 955 Fax: 4765
- Ann Mennell - DCMDW El Segundo CA
 - Comm: (310) 315-3100 DSN: 972 Fax: 3108
- Nancy Ward (DASC-R) serves DCMDI
 - Comm: (703) 767-7150 DSN: 427 Fax: 7149

Human Resources Internet Addresses



[HTTP://WWW.CAH.HQ.DLA.MIL/](http://www.cah.hq.dla.mil/)
[HTTP://WWW.HROC.DLA.MIL/](http://www.hroc.dla.mil/)

Questions?

